FOR MYSORE STATE

Finance (1948) Department.

MS SERIES.

G.O. No. 689
680

Dated 15-7-1948

[Despatch Abstract.]

Estt — Memos — Retrenchment of staff — Revision of orders in G.O. 326 Fin dt 5-4-48 — Board's proposals examined & orders passed

GOVERNMENT OF MADRAS

Abstract:

ESTABLISHMENT - Menials - Retrenchment of staff - Revision of orders in G.O.No. 326, Finance, dated 5th April 1948 - Board's proposals examined and orders passed.

FINANCE DEPARTMENT.

G.O.MS.NO. 689. Dated 15th July 1948.

Read the following:--

Finance Memorandum No. 38828 E-II/48-2, dated 8th June 1948.
From the Board of Revenue, Ref.No.W.4172/48-3, dated 1st June 1948.

...

O R D E R:

His Excellency the Governor passes the following orders on the proposals of the Board of Revenue in its reference read above, recommending a revision of the orders in G.O.Ms.No. 326, Finance, dated 5th April 1948:--

(1) District Collectors may have two ~~extra~~ peons in addition to the scale sanctioned in the G.O. cited.

(2) Collectors' offices may each have one additional peon, chiefly to attend to the Record Room.

(3) Peons for night watch and local delivery must be found from the sanctioned scale and a leave reserve is not considered necessary.

(4) The Government do not ~~remit~~ agree to non-gazetted officers who do not tour such as Huzur Sheristadars, Head-Clerks and Assistant Tahsildars being allowed a peon, nor do they agree to any extra peon for the Personal Assistant.

(5) One peon is allowed for each sub-jail as warder. This post need not be counted against the scale sanctioned in the G.O.

(6) One additional peon is sanctioned to work in each sub-treasury.

(7) One additional peon is allowed in each Taluk Office for every firka within the Tahsildar's direct jurisdiction (i.e. excluding firkas under the jurisdiction of Deputy Tahsildars).

(8) Two gollas may be employed in each district treasury in addition to the sanctioned scale of peons.

(9) Attenders on peon's scale of Pay and ~~tent~~ lascars should be treated as peons, but lascars whose duties are confined entirely to the maintenance of tents may be sanctioned in addition to the prescribed scale of peons. ~~Orders~~ of Government may be obtained if there are any such cases.

(10) Collectors' offices should be divided into two sections for the purpose of calculating the sanctioned scale of peons' posts - Correspondence Section and the Treasury Section.

(11) In all the six border districts of Bellary, Kurnool, Guntur, Kistna, East Godavari and West Godavari, one additional peon will be allowed to each Collector, Revenue Divisional Officer and Tahsildar temporarily for a period of one year from 1-7-48 or till the situation becomes normal, whichever is earlier.

(12) Assistant Public Prosecutors are allowed one peon each. This need not be counted against the Collector's sanctioned scale of peons.

(13) The Sheristadar Magistrate, Gudalur, in the Nilgiris District, is allowed to have one peon.

pto

(14) The Government agree with the Board's direction that the district should as far as possible be treated as a unit for giving effect to the retrenchment proposals and that peons who were retrenched under these orders but who were not given notice at the time may be given pay in lieu of notice, provided that the period of their sanction would otherwise have extended beyond the notice period.

(15) The Government do <u>not</u> agree that fractions of 4 and above should be treated as a unit for the purpose of sanctioning additional peons on the basis of one peon to every 8 additional clerks.

xxxxxxxxxx

To
The Accountant General, Madras

The Board of Revenue, Madras.

The Revenue Department (with enclosures)

The Public (Services) Department.

Copy to the Private Secretary to Hon. Premier.

Copy to Food Department.

/ True Copy /

Superintendent,
Madras Record Office, Madras.8.

REVENUE DEPARTMENT.

Subject:

ESTABLISHMENT - Menials - Retrenchment of staff - giving effect to G.O. 326 - Finance dated 5-4-1948 - Board's remarks.

Madras Reference: W.4172-48-3 Dated 1--6--1948.

From

P.M.Jayarajan, Esq., Bar-at-law., I.C.S.,
Secretary, Board of Revenue, Chepauk, Madras

S. Ranganathan, Esq., O.B.E., I.C.S.,
Commissioner of Land Revenue and Commercial Taxes.

V.N.Kudva, Esq., C.I.E., I.C.S.,
Commissioner of Land Revenue and Excise and Prohibition.

V.S.Hejmadi, Esq., I.C.S.,
Commissioner of Civil Supplies and Separate Revenue.

...

Read:

Reports from the Collectors.

REFERENCE:

The full Board invites the attention of the Government to its Reference No.W.4172-48-2 dated 19th May 1948 and submits the following detailed report for favour of Government's reconsideration and orders:

2. Consequent on the issue of G.O. 326, Finance, dated 5th April 1948, ordering wholesale retrenchment according to a uniform scale, almost all the Collectors have sent up a storm of protest against the inadequacy and unworkability of the reduced sanctioned scale of peons and have raised a host of difficulties and points for clarification. Instructions to Collectors on the several doubts raised by them are being issued separately and the Board trusts that they will meet with the approval of Government.

3. It cannot be denied that the effect of G.O. 326, Finance, dated 5th April 1948, will handicap administration in the case of very many offices. A certain amount of retrenchmentin some of the offices was no doubt possible and this question was being examined in detail with reference to Government's Memorandum No.68306-Re-1 dated 16th December 1946. but the Government's peremptory orders in G.O. 326, Finance; dated 5th April 1948. has reduced the ~~work~~ value of that examination and has caused additional work as each case will now have to be examined afresh on a different basis. The present strength of peons in the Revenue Department are based on the scales indicated in B.S.O. 160 (8). 161 (1). and (2). reached as a result of 162 (1), (4), (5) etc which reflect the conclusions experience gained over decades. Moreover, it has to be remembered that the above scale was fixed years ago when the volume of business and working conditions were comparatively easier. In the present day, the business of the Revenue Department

pt o

has increased beyond measure and the activities of the department have extended to innumerable fields, with the result that a severe retrenchment of menials on the scale now ordered will, as submitted already, cause serious inconvenience to most of the officers.

4. In the present state of the country, it is doubly necessary that no officer is deprived of a resonable complement of peons to be sent out on urgent errands in emergencies. The Board therefore submits that the Government may be pleased to reconsider their orders and allow the Collectors to continue the following minimum staff in addition to what is allowed in G.O. 326. Finance, dated 5th April 1948.

I. Collector and his office:

According to the recent G.O., a Collector has been allowed one peon for office and two for residence. The reports from Collectors (copies submitted by them to Government direct) will show how it is impossible for them to manage with only three peons. The attention of the Government, in this connection, is invited to the Coimbatore Collector's reports 5049-48 dated 19th April 1948 and 29th April 1948 in which he has clearly explained how a minimum of six peons for the Collector - two to accompany him to camp, two to guard the bungalow and two to bring tappals to camps and take them back to Headquarters - and three more for his office (one to be Record Attender, one for local delivery and one as Night Watcher) is absolutely essential. Other Collectors have asked for more. The Board considers that it is impossible for Collectors to manage with three peons, especially in these days when they are likely to face all sorts of emergencies. Considering all the reports received, the full Board submits that the following minimum strength may be sanctioned in addition to what is allowed in G.O. 326, Finance, dated 5th April 1948, bearing in mind the Government's desire and need to effect economy.

1) 6 peons for the Collector for reasons given above. (i.e. - 3 extra peons).

2) One extra peon for the Personal Assistant.

3) One peon for the Huzur Sarishtadar and Huzur Head Clerk who are of the status of Tahsildars and Deputy Tahsildars - must have a peon to circulate things, files, seal confidential covers and parcels etc.

4) One attender for Record Room.

5) Two for night watcher duty, leave reserve and local delivery.

(nine in all).

contd.....

II. Revenue Divisional Officers:

Each Revenue Divisional Officer can have only one peon for office work and one for residence under the recent G.O. In the present state of affairs if a Revenue Divisional Officer receives a disquieting message of some rioting or other serious trouble, he will have probably to rush out himself to fetch his peon or driver, for one peon cannot remain in the Revenue Divisional Officer's house all the twenty four hours. The Board therefore considers that three peons for each Revenue Divisional Officer are an indispensable minimum.

III. Taluk Offices.

A Taluk office has not more than 10 to 16 clerks. Under the present orders, no taluk office can have more than 5 peons. This strength is appallingly low, a Tahsildar cannot be expected to spare out of this paltry strength, one peon to work as sub jail warder, one for treasury, one as Attender in the Record Room and one muchi. Moreover, it may be remembered that notices and summons to parties, communications to Village Officers and even Revenue Inspectors have been conveyed all these years by taluk peons. In view of the present drastic cut in the menial staff it follows that these items of work will have to be carried on by the Village Tappal system. This, in effect, would only mean that hereafter no reports need be expected promptly from Tahsildars in cases where those reports have to give information collected from Villages or village registers and accounts. To obviate this difficulty and to ensure expeditions of business, as many peons as there are firkas in a taluk will at least be necessary in addition to the strength now sanctioned for the offices, making allowance for quicker modes of transport now available compared with the past. Besides one peon for each firka, four more for the purposes detailed above (Sub Jail warder, Treasury, Record Room and one Muchi) may be ordered to be retained as an absolutely irreducible minimum.

IV. Deputy Tahsildars' Offices:

Here also, a peon for treasury, if there is a sub-treasury attached and one as sub jail warder may be sanctioned in addition to the strength now permissible.

V. Treasury Peons, Village Officers' Peons.

Two collas in each treasury may be ordered to be retained, as they are a separate category as distinct from peons of the office, because they have always to work in the treasury (Please see B.S.O. 160-8 (ii).

a) Some of the Collectors, like Trichinopoly, Cuddapah, Madura, Coimbatore,

Anantapur, West Godavari, Bellary, East Godavari, and Nilgiris have held that G.O. 326, Finance, dated 5th April 1948 does not apply to servants classed as Duffadars, muchis, gollas, duster-bands, tent lascars, attendens, etc. and on this interpretation, have not so far applied the axe to these classes. In some other districts like Cuddapah and East Godavari, peons employed for serving notices, carrying tappals and looking to the convenience of officers in camp have been treated as being excluded fmrom the purview of this order (G.O. [illegible], dated 5-4-48).

In their memo. No. 30265-E-II-48-1, dated 28-4-48, the Government have included duffadars, also in the category of peons. The Board submits that attenders, gollas in treasuries and tent lascars should not be included in the category of peons for the purpose of the present retrenchment, as their duties are quite different.

(b) Some Collectors (Chingleput, West Godavari and South Kanara) have taken each section of the Collector's Office as a separate entity for calculating the number of peons to be retrenched. The Board does not agree that this is correct but holds that the Collector's Office should be divided into two sections - the correspondence section and the Treasury or Accounts Section - and the number of peons fixed on the total strength of the staff of these two sections, allowing for special additions for special work.

(c) Many of the Collectors have asked for peons for the Huzur Serishtadar, Huzur Head Clerk and the Assistant Treasury Officer on the ground that a peon is allowed to the Head Quarters Deputy Tahsildars and Assistant Tahsildars in G.O. 685, Revenue, dated 28th April 1948. It has already been proposed above that each Personal Assistant should have an extra peon and the Huzur Serishtadar and Huzur Head Clerk, one peon each, though the latter are non-touring non-gazetted officers. It is common knowledge that urgent communications, telegrams or urgent pads have to be passed between these officers and the Collector's Personal Assistant or the Collector's Office as the case may be, out of office hours, particularly during the holidays. It is very necessary therefore that the Huzur Serishtadar, Huzur Head Clerk and the Additional Huzur Head Clerk in the Collector's Office and the Assistant Tahsildars in Taluk Offices are treated on a par and sanctioned one peon each.

(d) The Collector of Chingleput wants an extra peon to be given to the Revenue Divisional Officer, Chingleput, because of extensive jurisdiction, while the Collector of Vizagapatam says that the Headquarters Deputy Collector and the Additional District

pto

Magistrate and the Personal Assistant do touring and recommends an extra peon. The request of the Collector of Chingleput does not commend itself to the Board. while the proposals of the Collector of Vizagapatam are covered by the orders in force - viz - if they are touring gazetted officers, they are to be allowed 1 + 1 peons. The Collector is being informed accordingly.

(e) The Collector of Kurnool has represented that until the border troubles are over, the present strength of peons in the District may be left as it is. This is equally necessary in the case of the other border districts also. The Board therefore submits that these orders may be kept in abeyance in all border districts for Revenue Departments for at least one year or until the border troubles are over, whichever is earlier.

(f) In districts like West Godavari, and Bellary, Assistant Public Prosecutors have each been given one peon from the Collector's sanctioned strength. As Assistant Public Prosecutors are touring officers - having to attend more than one place and court, the Board considers that they should have one peon each, in addition to the revised sanctioned scale of the Collector's Office. The Collectors will be informed accordingly.

(g) The Collector of Nilgiris wants a peon for the Sarishtadar - Magistrate Gudalur, This is very reasonable and the Board recommends the Collector's request.

(h) The Collectors of Coimbatore and Tanjore have pointed out that according to rule 20 of the Madras Inferior Service rules, the unit for purposes of appointment, discharge etc. is a Revenue Division and that this rule, if followed, would work hardship to senior peons in other divisions. The Board agrees with these Collectors and is instructing all the Collectors to adopt the district as the unit for giving effect to these retrenchment proposals, with a view to set right inequalities. The Government may be pleased to approve this.

(i) The Collectors of Cuddapah, Salem and Tanjore have reported that even before they received the orders in Government Memo 29887-E.II-48-1 dated 29-4-48 requiring the issue of notice before discharge, they had given effect to the orders of retrenchment, and enquire whether pay for the period - one month or three months as the case may be, according as the peons retrenched were temporary or permanent - in lieu of notice may be given. The Board is informing the Collectors that they must be given the pay in lieu of notice, be the retrenched personnel temporary or permanent, and presumes that its view is correct.

pto

(j) The Collectors of East Godavari and Tanjore have requested that for every additional 8 clerks or a fraction thereof, two peons may be allowed. In fact most of the Collectors have calculated at the rate of a peon for fractions of eight. The Board submits that it is but equitable to consider fractions of 4 and above as a unit and allow an extra peon for such fractions. It may kindly be enlightened whether the Government approve of this view.

(k) The Collector of Anantapur has proposed that to provide for younger men being retained, men with 30 years permanent service should be compelled to retire. The Board does not consider this request acceptable, as it is not fair or desirable to compel persons to retire. The attention of Collectors will be invited to the Madras Reductions in the cadres of services rules, 1954, as amended by G.O.Ms.No.1115, Public (Services), dated 8th May 1948 in regard to the order to be followed in the matter of discharge or reversion.

xx xx xx

To the Secretary to Government, Finance Department, Madras.

Copy to Revenue Department, Madras.

xx xx xx

/ True Copy /

Superintendent,
Madras Record Office, Madras.8.